

EXHIBIT M



Action Plan & Performance Agreement

Associate Name: Larry Friedmann _____
 Location: Garden City Store _____
 Lead Manager: Lucy Goldstein _____

Date of Review: June 13, 2011 _____
 Period Reviewed: _____
 Next Review Date: June 20, 2011 _____

Opportunity/Performance Issue—Below are standards of performance set by Raymour & Flanigan that you have not met.

I want to review with you your underperformance for YTD for 2011. The date range is 01/01/2011-06/10/2011. You underperformed for this YTD period to the minimum expectation of \$322,875 in delivered sales by \$48,190. This dollar amount is based on your \$750,000 Business Planner for 2011 that we will review. You are also underperforming to the minimum expectation in Written Sales, AGP %, Platinum %, Bedding % of Sales. Attached is a SAFR showing your actual numbers for YTD vs. the minimum expectation in each category.

Below will be your specific goals by category for the next 3 weeks.

Goals of the Performance Agreement—Use specific, quantitative measures whenever possible. Clearly describe all behavioral issues as they relate to and affect team, morale, departmental/individual performance, customer impact, etc.)

	Written	Delivered	AGP	Platinum	Bddg
	Expectation	Expectation	Expectation	Expectation	Expectation
Week 1	\$18,019	\$29,938	2.0%	50%	\$12,925
	Actual	Actual	Actual	Actual	Actual
	Written	Delivered	AGP	Platinum	Bddg
Week 1	\$	\$			
	Written	Delivered	AGP	Platinum	Bddg
	Expectation	Expectation	Expectation	Expectation	Expectation
Week 2	\$ 18,019	\$29,938	2.0%	50%	\$12,925
	Actual	Actual	Actual	Actual	Actual
	Written	Delivered	AGP	Platinum	Bddg
Week 2	\$	\$			
	Written	Delivered	AGP	Platinum	Bddg
	Expectation	Expectation	Expectation	Expectation	Expectation
Week 3	\$18,019	\$29,938	2.0%	50%	\$12,925
	Actual	Actual	Actual	Actual	Actual
	Written	Delivered	AGP	Platinum	Bddg
Week 3	\$	\$			

Actions for the Associate

Larry needs to consistently turn any of his ups over to a Manager if he cannot close them.

He should be going through all of his 10/10's, 12/12's and 6/6's to try and get as much delivered from this past business.

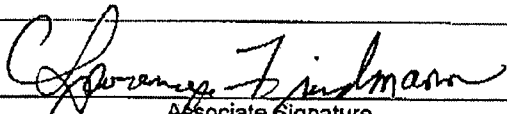
Actions for the Management Team

The managers will review with you daily your Ups/Closes, GEBS and Appointments to review your missed opportunities and give you any assistance they can. Please be specific on any areas you would like additional training on so that we can help you to achieve the minimum expectations.

Associate Comments:

Next Follow Up/Review Date & Expectations:

Failure to meet these minimum expectations at anytime during this Action Plan will result in further disciplinary action up to and including termination.



Associate Signature



Manager Signature

Date

6/13/11

Date